

System Office Staff Council

Minutes

Thursday, October 13th, 2022

10:00am-12:00pm

Zoom link: <https://alaska.zoom.us/j/86561982224>

Representatives:

Lauren Hartman (2021-2023) FY23 President

Monique Musick (2021-2023) FY23 Vice President

Austin Somaduroff (2022-2024) FY23 Secretary

Genevieve Bright (2021-2023)

Scott Fronzuto (2021-2023)

Jacqueline Muehlbauer (2022-2024)

Chelsey Okonek (2022-2024)

Heather Swanson (2022-2024)

Alternates:

VACANT

Governance Support:

Noel Romanovsky

Guests:

Bryan Hoppough, HR Business Partner for UAF/System Office

Alesia Kruckenberg, Director of Planning and Budget

Jeannette Okinczyc, OIT Manager of Security Operations

1. Call to Order and Roll Call
 - a. Review and Adopt Agenda
Monique moves to adopt. Austin seconds.
 - b. Approve [September Minutes](#)
Genevieve approves. Monique seconds.
2. [Public Comment](#)
No comments
3. [Budget 101 - Alesia Kruckenberg](#)
 - a. <https://www.alaska.edu/bor/accountability/>
The recent funding was successful because the governor saw those areas as economic opportunity. The State of Alaska and legislature have some control of what the University does through the Board of Regents.
4. 11:00: HR Updates - **Bryan Hoppough**
Bryan is part of the Business Services advisory team. There are recruitment and hiring challenges. Nationwide there are hiring challenges with competitive compensation, remote work and flexible schedules. There will be job family reviews which may take

three to five years to complete.

Reports

a. President's Report (Lauren)

i. Monthly meeting with VP Paul Layer Oct. 12th (next meeting Nov. 9th)

ii. Staff Alliance (Lauren, Monique)

1. [Sept 16 minutes](#) and [recording](#) (passcode: ?6?+SI8G)

2. Next meeting Friday Oct. 21st

3. Meeting with Regents Oct. 12th: Regents Perdue, Seekins, Buretta

There was a discussion of budget issues and the huge impact on Staff who are overloaded and fatigued. The other issues such as Staff shortage impacts, staff morale, the perception of the community of the University, and lack of strategic planning being stuck in reactionary mode. Can we do more to empower individuals? Who will the new Board Members be as we are losing senior folks? There was a discussion of the lack of competitive salaries at UA with 900 people making less than 55,000 a year working full time. There are a lot of open positions at a level 76 making \$21 an hour. The importance of looking at our pay scales as we are looking at our compensation.

Regent Seekins wants to hear from people, he wants to have direct engagement. He exuded an interest in visiting campus, visiting people and hearing directly from all of us.

iii. Monthly meeting with CHRO Memry Dahl Oct. 11th (next meeting Nov. 8th)

b. SOSC Committees

i. Morale/Events Committee (Genevieve)

1. Virtual event Oct. 31st – Movie One Liner Bingo 1:30 - 3:00

2. November Blood Drive – The blood bank is no longer doing mobile drives for the rest of the year. The rest of the month will be encouraging people to give blood in person.

3. Fall Potluck – There will be an in person Potluck in Fairbanks and Anchorage.

ii. Awards Committee (Genevieve) - not yet active

iii. Nominations Committee (Lauren)

iv. Staff Development Day (Jacque, Austin)

c. Staff Alliance Committees

i. [Compensation Committee](#) (Austin)

1. First Meeting on Oct. 28th

ii. Ombuds Committee (Lauren)

1. Met Sept. 28th (next meeting Oct. 17th)

iii. Staff Development Fund (Lauren, Monique)

iv. Staff Healthcare Committee (Monique, Heather)

1. Met Sept. 22st, Next meeting Oct. 20th

- d. Other Committees
 - i. Joint Healthcare Committee (Monique)
 - 1. Met Sept. 21st, Next meeting Oct. 19th
 - ii. HR Customer Service Experience (Scott)
 - iii. Staff Engagement Survey (Heather, Genevieve)
 - 1. Meeting next Oct. 18th
 - iv. [Shared Governance/Common Table Working Group](#)
 - 1. Meeting Oct. 13th
- 5. 11:30: Cybersecurity Awareness Month - Jeannette Okinczyc, OIT Security Manager
Security Matters is the security awareness effort of the entire enterprise at the University of Alaska. <https://www.alaska.edu/securitymatters/> On the website you can register for our passwords, software updates and our recognize and report phishing Webinars. There are amusing awareness videos. You can register for the leader Board where you and your department can compete against each other. There are also Scavenger Hunts that open up every week. There is an opportunity to earn a gift card by participating in Cyber Security Month.
- 6. New Business
 - a. [Recruitment for a new Sr. Director of Alaska Native Success](#)
A hiring committee will get together to decide who to replace Pearl Brower. There are three search committee members. This process will start soon. This will be a statewide search, preferably someone from the Tanana Valley.
 - b. [Working group on communications pathways](#) (Monique, Lauren)
Ad hoc group that proposed a Common Table Concept to talk about communication and shared governance and perhaps new communication structures.
 - c. [Thanksgiving/Fall Break name change](#)
This has been a discussion with UAS for quite a while now. The UAS student governance passed a resolution on this change. UAS conducted a poll with the results 85% say they are in support and 11% not in support with the rest neutral. This would affect the HR Leave Calendar and the common student calendar. Scott motions to support the Thanksgiving/Fall Break name change. 5 Votes in support, a majority. The motion passes.
 - d. [Staff Emeritus policy changes](#) - respond by Nov. 4th
This is a small change in the Staff emeritus section of university policy and regulation to make it clear that any staff can be an Emeritus staff, not just executive level staff. The new policy allows for faculty and staff to be recognized for their contributions even if they do not formally retire from the university. The revisions specify emeritus eligibility for two employee classes; staff, officers of the University and senior administrators.
Monique motions to support this change in Policy. Austin seconds.
 - e. alaska.edu (System Office) web accessibility review
A couple hundred Universities were selected by OCR to do an Accessibility

Review compliance. This will be focused on the System Office sites. There will be a need to manually check all of our websites to make sure they are truly accessible, which includes our third party sites. Each and every website that has a photo needs to have accompanied text. There will be a timeline for meeting the expectations of OCR for web accessibility. There will be extensive training on how to test your site to make sure the standards are met. There will be more information coming up.

7. Ongoing Business
 - a. CFO Recruitment
 - b. UAS Chancellor Search

8. Old Business
 - a. [Response to System Office Mission Statement](#)
 - b. [Tuition policy draft changes](#)
 - i. [Current policy](#)
 - ii. [Clean copy of draft changes](#)

9. General Updates and Reminders
 - a. COVID Admin leave changes
 - b. October is [Cybersecurity Awareness Month](#) (CAM)
 - i. [Sign up for webinars](#)
 - c. [Disability Services Conference Nov 7-11th](#)
 - d. There will be Town Hall November 1st.
 - e. [UA News Center](#)
 - f. [System Office Bulletin](#)
 - g. [Upcoming HR Trainings](#)

10. Local Issues
 - a. COVID / Remote work status

11. Department Updates, Issues, and Kudos

12. Agenda items for next meeting

13. Closing Comments

14. Adjourn

RESOURCES:

- [SOSC Meeting Recordings](#)
- [SOSC FY23 Goals](#)
- [Constitution and bylaws](#)
- [Regents' policy and university regulation](#)

- [03.01 - Faculty, Staff and Student Governance](#)
- [System Office org chart](#)
- [Governance basics presentation](#)
- [Chairing a meeting](#)
- [System Office staff numbers](#)
- [UA News Center](#)
- [System Office Bulletin](#)